“Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results.”

– Andrew Carnegie
As part of our company transformation, Boxley’s leadership team appointed a group of employees from across all business lines to find innovative ways to take Boxley’s corporate citizenship efforts to the next level. Named Team 360, this group has exceeded expectations by using their talents, passion, and creativity to expand our corporate responsibility program into a well-organized, employee-driven effort this past year.

Team 360 focuses on our four pillars of Corporate Responsibility: employee communication, employee health/wellness, community outreach, and environmental sustainability. Throughout this report, you will read about innovative ways the team used technology to connect employees and encourage healthier lifestyles. We hope you’ll be as inspired as we are by the big hearts and generosity of our employees who gave of their time and resources to help others and improve the communities where they work, live and play.

Other business owners have asked why Boxley deploys employee time and resources for such a significant non-revenue generating initiative. The simple answer is that it’s the right thing to do and doing the right thing is the foundation of all we do at Boxley. We call it, The Boxley Way. Our Corporate Responsibility Program is a reflection of who we are and underscores our ongoing commitment to be an outstanding employer, business partner and corporate citizen. It is designed to engage employees in decision-making and build pride in how the company operates. While we cannot place a dollar figure on the benefits. We do consider them priceless.

Boxley’s Team 360 efforts are published annually in this Boxley 360: Corporate Responsibility Report. This publication provides a complete view of our work, successes, and learning opportunities from the previous year. We share this report not only to be accountable, but with the hope that some of our experiences and learnings may be useful to you and your organization. In keeping with our sustainable practices, we largely distribute this report electronically which also makes it easier to share with others. This year’s report, along with reports from past years can be found at: www.boxley.com/CRR2017.

Ab Boxley, III
President & CEO

Jeffrey N. Perkins
Chief Operating Officer

Mission Statement
We deliver quality on every project, backed by our commitment to safety, service and reliability. It’s the Boxley way.

Vision
We will be the industry leader in all facets of our business with the talent to sustain it.
Boxley’s Corporate Responsibility Program

Boxley’s Corporate Responsibility Program (CRP) underscores Boxley’s ongoing commitment to be an outstanding employer, business partner and corporate citizen. It is designed to engage employees in decision-making and build pride in how the company operates. With all our efforts, the program provides for accountability internally and externally for meeting CRP goals.

The CRP program is built on four pillars of Corporate Responsibility:

- **Environmental Sustainability**
  - Recycling, Energy, Products/Services and Operations
- **Community Outreach**
  - Community Giving, United Way, Product Donations, Employee Volunteerism, Education
- **Employee Health & Wellness**
  - Health & Wellness Initiatives
- **Employee Communication**
  - Employee communication and engagement

**2017 Team 360**

*Back row (left to right):* Pete Flora, HR-Support Center; Stacy Barbour, Aggregate; Tom Miles, Concrete; Tim Mauzy, Engineering-Support Center; Ron Dodd, Block, Brick & Hardscapes; Brent Gleason, Leadership Team Liaison; Wayland Bond, Aggregate;

*Front row (right to left):* James Breakell, Asphalt Pavement Maintenance and Team 360 Chair; Mac McWane, Safety-Support; Sherry Foutz, Support Center; Teresa West, Aggregate; Janet McGhee, Concrete.
Employee Communication

Goal: Improve employee communication and engagement
Solution: WBOX TV in every location
Leaders: Teresa West, Pete Flora, Wayland Bond

With about 90 percent of Boxley employees actively working in the field, how do you communicate effectively and create a culture that helps employees feel connected to one another and the company?

The Employee Communications Team decided to take the information to employees with the creation of WBOX TV, a Boxley employee information network. TV monitors were installed at all 15 Boxley locations in a prominent place where employees gather before, during, and after work, and networked so they could be updated remotely to ensure consistency and timeliness. WBOX covers information about how each location is performing, safety tips, health and benefits, volunteer opportunities, recognition, and Boxley’s community outreach activities. News is customized by location and also includes news from around the company to create connectivity between each location. And, the best news of all, employees are using it and engaging. It doesn't stop there. For 2018, the Team is exploring the potential of going mobile with an Employee Communications App.

“There are only three measurements that tell you nearly everything you need to know about your organization’s overall performance: employee engagement, customer satisfaction, and cash flow... It goes without saying that no company, small or large, can win over the long run without energized employees who believe in the mission and understand how to achieve it...”

~Jack Welch

Team 360: Year in Review
Employee Health & Wellness

Goal: Promote employee fitness
Solution: The Summit Challenge
Leaders: Pete Flora, Mac McWane, Stacy Barbour

The Health and Wellness Team created the Summit Challenge to motivate employees to get moving by walking, running or cycling at least 150 miles individually and 14,440 miles as a company (which happens to be the same number as the highest summit in Colorado, home to parent company Summit Materials). Using the fitness app, Map My Run, to report their progress from June through October, each employee who reached 150 miles individually received a Boxley “Reach the Summit” t-shirt and was entered into a raffle to win a mountain bike valued at $1,500.

<< Congratulations to Wayland Bond, winner of the Summit Challenge who logged 170 miles.

“There are only three measurements that tell you nearly everything you need to know about your organization’s overall performance: employee engagement, customer satisfaction, and cash flow… It goes without saying that no company, small or large, can win over the long run without energized employees who believe in the mission and understand how to achieve it…”
~Jack Welch

Goal: Encourage Healthy Eating Habits
Solution: Make Healthy Snacks Available at Work

Who says healthy snacks can’t be good? In 2017, Boxley HR Director Lori Baisden tested a healthy snack initiative with the goal of making healthy snacks more convenient than junk food for employees, and possibly changing junk food habits to healthier choices.

To launch the program, a selection of healthy snacks from a company called SnackNation were made available at employee enrollment meetings. Since they were free and readily available, employees tried them. The SnackNation items were so popular that Lori continues to provide these snacks at the Support Center for employees and visitors, at employee meetings and training. She hopes to expand the program in 2018. For proof of success, look no further than the empty snack basket at the end of each meeting!

“Those who think they have no time for bodily exercise will sooner or later have to find time for illness.”
~Edward Stanley
Community Outreach

Goal: Engage employees in community outreach
Solution: Sound the Alarm Program...and a whole lot more.
Leaders: Ron Dodd, Tom Miles, Sherry Foutz

Team 360’s Community Outreach committee chose to work with the Red Cross and its Sound the Alarm program as part of the company’s community outreach effort. Sound the Alarm is held each October during National Fire Prevention Month to increase awareness of fire hazards and install smoke detectors or replace batteries in existing detectors during the time most households are turning on their heat for the winter.

Boxley purchased 275 smoke detectors from Home Depot and employees donated them to local fire departments throughout the communities Boxley serves. In several communities, employees worked with fire personnel to install the detectors and change existing batteries.

...and a whole lot more.

Boxley employees open their hearts and gave of their time and money to help each other and their communities last year. Here’s just a sampling of their generosity:

- School Supplies Drive at Piney River: more than 120 much needed supplies for students in area schools
- Salvation Army Food Drive: 850 food items and $160 cash from employees and customers company-wide
- Toys for Tots collected 42 toys and one bike companywide
- Hurricane Harvey Relief: $1,500 in employee donations
- Mustaches 4 Kids in Lynchburg: Benefits Boys and Girls Club of Lynchburg, CASA of Central Virginia, Big Brothers and Big Sisters of Central Virginia, and Jubilee Family Development Center.
- Salvation Army Bell Ringers – 8 people from Lynchburg Block volunteered to ring the bell.
Company Core Beliefs

- Work safely.
- Hire and train the best people.
- Involve our employees in the decision-making process.
- Provide opportunities for personal growth.
- Reward outstanding contributions.
- Be honest.
- Build long-term relationships.
- Deliver quality from the ground up.
- Be active participants in our communities.
- Be responsible stewards of the environment.
- Commit to be a little better at what we do each and every day.
- Earn profits to support our corporate growth and beliefs.

Community Giving

In addition to the volunteer efforts by the Team 360 Community Outreach Team, Boxley provides significant support to help improve the quality of life in the communities we serve through our Community Giving and United Way donations.

“We make a living by what we get, but we make a life by what we give.”
—Winston Churchill

Community Giving Program

In 2017, Boxley donated $360,000 in the communities we serve through our Community Giving program of which $65,000 was in product donations. Boxley has contributed more than $1.5 million to worthwhile projects since our Community Giving program launched in 2008.

United Way Campaign

Boxley supports community human services through participation in United Way by matching 100% of employee pledges. In 2017, 235 Boxley employees pledged $46,507 for a total company donation of $92,835, bringing total United Way giving to $1.64 million since 2006.

Educational Outreach

Through its Explore the Earth program, Boxley leaders introduced 826 students to Earth's geologic wonders and spoke about the important role aggregate plays in our everyday lives as well as the importance of environmentally responsible operations and land reclamation processes. The program provides a great platform for teaching earth science in real-time as a quarry exposes a rare three-dimensional view of rock formations.
Environmental Sustainability

Goal: Be responsible stewards of the environment
Solution: Establish a Wildlife Habitat Council Certified Site
Team: Tim Mauzy, Janet McGhee, James Breakell

The Environmental Sustainability Team chose to embark on a multi-year project to develop a Wildlife Habitat Council (WHC) certified site at one of Boxley's locations.

The Program:
- Recognizes meaningful wildlife habitat management and conservation education programs
- Provides third-party credibility and an objective evaluation
- Helps companies demonstrate a long-term commitment to managing quality habitat for wildlife, conservation education and community outreach initiatives

The Team has chosen to move forward with a stream bed restoration project at Boxley's Lawyers Road operation, and efforts in 2018 will focus on building trails, interpretive signage and other key elements required to earn this prestigious and important certification.

“Volunteering is the ultimate exercise in democracy. You vote in elections once a year, but when you volunteer, you vote every day about the kind of community you want to live in.”

– Author Unknown
Community Clean-Ups

Environmental sustainability efforts also expanded into other communities in 2017 with employees participating in a variety of clean-up events throughout Virginia, including:

- Smith River Clean up-Martinsville
- Adopt-a-Spot-Wytheville
- Deschutes/Tinker Creek Clean up-Roanoke
- Clean Valley Day-Roanoke
Cleaner: **Greener. Smarter. Better.®**

**2017 Recycling Report Card**

Boxley is committed to minimizing the amount of waste generated by its operations that is sent to landfills.

<table>
<thead>
<tr>
<th>Recycled Material</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oil (in gallons)</td>
<td>6,805</td>
<td>7,640</td>
</tr>
<tr>
<td>Antifreeze (in gallons)</td>
<td>55</td>
<td>110</td>
</tr>
<tr>
<td>Absorbent (in tons)</td>
<td>1.6</td>
<td>3.2</td>
</tr>
<tr>
<td>Vehicle Batteries</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Tires (Retreads)</td>
<td>0</td>
<td>14</td>
</tr>
<tr>
<td>Washer Fluid (gal)</td>
<td>32</td>
<td>58</td>
</tr>
<tr>
<td>Grease (gal)</td>
<td>0</td>
<td>110</td>
</tr>
<tr>
<td>Metals (in tons)</td>
<td>231</td>
<td>100</td>
</tr>
<tr>
<td>Paper-Plastic Combined (in tons)</td>
<td>5.7</td>
<td>6.8</td>
</tr>
<tr>
<td>Cardboard (in tons)</td>
<td>2.2</td>
<td>0.64</td>
</tr>
<tr>
<td>Wood Pallets-Block (in tons/pallets)</td>
<td>40/1,600</td>
<td>45/1,800</td>
</tr>
<tr>
<td>Waste Concrete made into barrier blocks</td>
<td>2,223</td>
<td>1,337</td>
</tr>
<tr>
<td>* Waste Block made into CMU (in tons)</td>
<td>3,500</td>
<td>3,405</td>
</tr>
<tr>
<td>Recycled Asphalt Pavement (in tons)</td>
<td>94,105</td>
<td>103,700</td>
</tr>
<tr>
<td>Recycled Concrete (in tons)</td>
<td>1,283</td>
<td>583</td>
</tr>
</tbody>
</table>
Boxley’s production processes require millions of gallons of water annually across our various business lines. From capturing rainwater to recycling gray water, the ingenuity of our employees has helped Boxley dramatically reduce the amount of fresh water it uses. Here’s how...

Water Conservation

**AGGREGATE**
Recycle millions of gallons of water annually by capturing rainwater and runoff in the quarries and utilizing closed-loop water recycling systems for stone washing, washout, dust suppression and wheel washing.

**CONCRETE**
Used 1,153,586 gallons of recycled water for mixer drum rinse and washout. Gray water is sent to retaining ponds where concrete sediment settles out and is then reused in the production process.

**BLOCK**
Zero wastewater is generated in the block production process. In 2017, block operations used 342,645 gallons of recycled water for the production process and to wash out mixers.

**ASPHALT**
There is minimal water used in asphalt production and clean up.